

CITY OF CHULA VISTA COUNTER PROPOSAL TO CVEA/SEIU  
REGARDING AGENCY SHOP

RE PROPOSAL #\_\_\_\_

DATE: 04/25/2013

On April 11, 2013, CVEA/SEIU proposed the following:

**Agency Shop**

1. All bargaining unit employees on the active payroll shall become members of the Union within thirty (30) calendar days after their first day of employment with the Employer or within thirty (30) calendar days after ratification of this Agreement, whichever is later, and shall thereafter maintain their membership in the Union in good standing or pay the Union a representation fee as a condition of their continued employment.
2. For the purpose of this Article, an employee shall be considered as a member of the Union in good standing by tendering their periodic dues, initiation fees and assessments, uniformly required as a condition of membership.
3. The Employer agrees to furnish the Union each month with names of all newly hired employees in the bargaining unit, their addresses, work areas, and their dates of hire, together with the names of all newly hired temporary employees with their dates of hire. In addition, the Employer shall include with the names of newly hired employees a list indicating the name of any employee who terminated employment or transferred permanently to a different work area during the month. Such additional information shall include the date of termination or transfer, and for a transfer, the former work area and the new work area.

The City's Counter is as follows:

Concern: Individual employees denied right to determine if they want to be in a bargaining unit.

City's Counter Proposal: The City does not support the proposal regarding agency shop. While we have considered the reasons set forth by CVEA/SEIU, the fundamental decision as to whether a person should be or wants to be in a bargaining unit is an individual person's decision. Accordingly, such a decision should be made via vote.

Result: Individual employees preserve right to make individual decisions as to bargaining unit membership. CVEA/SEIU can still gain Agency Shop status via vote.

TENTATIVE AGREEMENT

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UNION

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MANAGEMENT